

DISMISSAL AND NOTICE OF RIGHTS  
DATED MAY 7, 2009. 1:09-cv-193

CAROL SKINNER 03-475-3723  
29 LOWELL ROAD LOTHUS U.S. DISTRICT COURT  
SALEM, NH 03079-4049 DISTRICT OF N.H.  
FILED

2009 JUN -3 AM 11:34 PM FILED 1, 2009

EEOC CHARGE No. 16D-2007-00013

I am filing a law suit against  
the Salem School District.

I feel they terminated me  
for no reason and it was unfair.

My doctor told me to use a cane  
and this would alleviate some  
of the pain. The manager  
complained about the cane so  
I told her I would not use it.

Even though I had some pain,  
I still could work.

I do not have a lawyer at this  
time.

Thank You  
Sincerely,  
Carol Skinner

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RESPONDENT: SALEM SCHOOL DISTRICT

I worked for the Salem School District for ten (10) years in Food Service. I began as a substitute. I eventually became a permanent worker. Even though I was permanent, they continued to ask me to help at the seven (7) other schools. This went on for years.

I finally had a permanent position at the high school as worker/cashier. I was assigned to various jobs - cashier, fill vending machines.

My present position was making breakfast sandwiches - 6 trays 24 per tray, cook pretzels and bag cookies.

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I had severe right knee pain.  
I kept on working until one day  
I could not walk.

In December 2005 I had surgery an  
ARTHROPLASTY I was out of work  
until January 30, 2006.

I returned to the same job making  
sandwiches. The manager was  
understanding. I never had a  
problem. School ended in June.

School began again at the  
end of August. The director  
called me in July to see if  
I could return in August.  
I said yes.

When I returned, my knee was very  
painful but I still was able to  
work. I was using a cane.  
The director said she did not  
want me using a cane and sent  
me home.

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When she saw me again, she said,  
"We cannot have this." I told her  
I would not use the cane.

I attended a meeting that was  
supposed to be talking with  
the Union. When I arrived I  
found out that the director  
said I did not need the Union  
to represent me. But I did.

Within minutes I was surprised  
with a letter <sup>Feb</sup> October 6, 2006  
saying I was being terminated.

The reason used was I was  
slow. This was not true.

Why would I work there for  
ten (10) years if I was slow?  
I became very upset. I never  
saw this coming.

I was replaced by three (3)  
people.